

In the Claims:

Please amend the claims as follows and cancel claims 1, 2, 4, 6, 8-17, 19-22, 24-34, and 38-54 without prejudice to pursuit in a continuation patent application.

1. (Canceled)

2. (Canceled)

3. (Currently Amended) ~~An apparatus according to claim 1~~ **An apparatus for assisting in determining the suitability of an individual for employment by an employer, the apparatus comprising:**

an electronic data interrogator operable to present a first set of a plurality of questions to the individual;

an electronic answer capturer operable to electronically store the individual's responses to at least a selected plurality of the first set of questions presented to the individual;

an electronic predictor responsive to the stored answers and operable to predict at least one post-hire outcome if the individual were to be employed by the employer, the predictor providing a prediction of the outcome based upon correlations of the stored answers with answers to sets of questions by other individuals for which post-hire information has been collected; and

an electronic results provider providing an output indicative of the outcome to assist in determining the suitability of the individual for employment by the employer;

wherein the post-hire outcome indicates whether the individual is predicted to be involuntarily terminated.

4. (Canceled)

5. (Currently Amended) ~~An apparatus according to claim 1~~ An apparatus for assisting in determining the suitability of an individual for employment by an employer, the apparatus comprising:

an electronic data interrogator operable to present a first set of a plurality of questions to the individual;

an electronic answer capturer operable to electronically store the individual's responses to at least a selected plurality of the first set of questions presented to the individual;

an electronic predictor responsive to the stored answers and operable to predict at least one post-hire outcome if the individual were to be employed by the employer, the predictor providing a prediction of the outcome based upon correlations of the stored answers with answers to sets of questions by other individuals for which post-hire information has been collected; and

an electronic results provider providing an output indicative of the outcome to assist in determining the suitability of the individual for employment by the employer;

wherein at least one of the predicted outcomes is a predicted probability that a particular outcome value range will be observed.

6. (Canceled)

7. (Currently Amended) ~~An apparatus according to claim 1~~ An apparatus for assisting in determining the suitability of an individual for employment by an employer, the apparatus comprising:

an electronic data interrogator operable to present a first set of a plurality of questions to the individual;

an electronic answer capturer operable to electronically store the individual's responses to at least a selected plurality of the first set of questions presented to the individual;

an electronic predictor responsive to the stored answers and operable to predict at least one post-hire outcome if the individual were to be employed by the employer, the predictor providing a prediction of the outcome based upon correlations of the stored answers with answers to sets of questions by other individuals for which post-hire information has been collected; and

an electronic results provider providing an output indicative of the outcome to assist in determining the suitability of the individual for employment by the employer;

wherein the predicted outcome is a predicted range of values for a continuous variable.

8. (Canceled)

9. (Canceled)

10. (Canceled)

11. (Canceled)

12. (Canceled)

13. (Canceled)

14. (Canceled)

15. (Canceled)

16. (Canceled)

17. (Canceled)

18. (Currently Amended) ~~An apparatus according to claim 15~~ An apparatus for assisting in determining the suitability of an individual for employment by an employer, the apparatus comprising:

an electronic data interrogator operable to present a first set of a plurality of questions to the individual;

an electronic answer capturer operable to electronically store the individual's responses to at least a selected plurality of the first set of questions presented to the individual;

an electronic predictor responsive to the stored answers and operable to predict at least one post-hire outcome if the individual were to be employed by the employer, the predictor providing a prediction of the outcome based upon correlations of the stored answers with answers to sets of questions by other individuals for which post-hire information has been collected; and

an electronic results provider providing an output indicative of the outcome to assist in determining the suitability of the individual for employment by the employer;

wherein the data interrogator is located at a first location and the predictor is located at a second location which is remote from the first location;

wherein the data interrogator and the predictor are selectively electronically interconnected through a network; and

wherein the network is a satellite network.

19. (Canceled)

20. (Canceled)

21. (Canceled)

22. (Canceled)

23. (Currently Amended) ~~An apparatus according to claim 22~~ An apparatus for assisting in determining the suitability of an individual for employment by an employer, the apparatus comprising:

an electronic data interrogator operable to present a first set of a plurality of questions to the individual;

an electronic answer capturer operable to electronically store the individual's responses to at least a selected plurality of the first set of questions presented to the individual;

an electronic predictor responsive to the stored answers and operable to predict at least one post-hire outcome if the individual were to be employed by the employer, the predictor providing a prediction of the outcome based upon correlations of the stored answers with answers to sets of questions by other individuals for which post-hire information has been collected; and

an electronic results provider providing an output indicative of the outcome to assist in determining the suitability of the individual for employment by the employer;

in which the predictor comprises at least one model which provides a predictor of the probability of the individual exhibiting at least one of the predicted outcomes, the model being based on correlations between the at least one of the predicted outcomes and the answers to questions by the other individuals, including answers by at least some employees of the employer, the model taking at least selected answers of the stored answers as inputs to the model, a probability of the individual exhibiting the at least one of the predicted outcomes being provided as an output of the model; and

wherein the model comprises at least one neural network.

24. (Canceled)

25. (Canceled)

26. (Canceled)

27. (Canceled)

28. (Canceled)

29. (Canceled)

30. (Canceled)

31. (Canceled)

32. (Canceled)

33. (Canceled)

34. (Canceled)

35. (Currently Amended) ~~The method of claim 34~~ A computer-implemented method of predicting employment performance characteristics for a candidate employee based on pre-hire information collected for hired employees, the method comprising:
collecting data indicating pre-hire information for a plurality of the hired employees;
collecting data indicating post-hire outcomes for the hired employees;
constructing an artificial intelligence-based model from the pre-hire information and the post-hire outcomes for the employees;
from the candidate employee, electronically collecting data indicating pre-hire information of the candidate employee; and
applying the model to the collected pre-hire information of the candidate employee to generate one or more predicted post-hire outcomes for the candidate employee;
wherein constructing the model comprises:
constructing a plurality of proposed models, wherein at least two of the models are of different types; and

selecting a superior proposed model out of the plurality of proposed models as the model to be used; and

wherein at least two of the proposed models are different neural network types.

36. (Original) The method of claim 35 wherein the two proposed models are both feed-forward neural networks.

37. (Original) The method of claim 35 wherein the two proposed models are chosen from the following:

back propagation, conjugate gradients, quasi-Newton, Levenberg-Marquardt, quick propagation, delta-bar-delta, linear, radial basis function, and generalized regression network.

38-54 (Canceled)

55. (New) One or more computer-readable media having computer-executable instructions for performing the method of claim 35.

56. (New) One or more computer-readable media having computer-executable instructions for performing the method of claim 36.

57. (New) One or more computer-readable media having computer-executable instructions for performing the method of claim 37.

58. (New) An apparatus for assisting in determining the suitability of an individual for employment by an employer, the apparatus comprising:

an electronic data interrogator means operable to present a first set of a plurality of question means to the individual;

an electronic answer capturer means operable to electronically store the individual's responses to at least a selected plurality of the first set of question means presented to the individual;

an electronic predictor means responsive to the stored answers and operable to predict at least one post-hire outcome if the individual were to be employed by the employer, the predictor means providing a prediction of the outcome based upon correlations of the stored answers with answers to sets of questions by other individuals for which post-hire information has been collected; and

an electronic results provider means providing an output indicative of the outcome to assist in determining the suitability of the individual for employment by the employer;

wherein the post-hire outcome indicates whether the individual is predicted to be involuntarily terminated.